

Judy Huntington, Charles Weatherby, chairs
Camelia Ades, Patti Rathbun, Terry Tatko, Kim Moore, Kris Hildebrandt, Teresa Stone, Christine Edgar, Doug Jackson, Steve Meltzer, Jack Thompson, Madeleine Thompson, Becky Johnston, Nina Oman, Marianne Seifert

I. Introductions and roundtable:

- Camelia - The WACMHC is currently working with Bates Technical College to formalize a relationship with Sea Mar-Tacoma and Community Health Care-Tacoma (they have not established the working relationship yet) as training sites for nursing pathways, phlebotomists, medical and dental laboratory techs, dental assistants and hygienists, pharmacy techs, etc.
In addition, Camelia is currently conducting a workforce survey for the community and migrant health centers in WA State to assess their workforce staffing and training needs.
- Terry - WWAHEC is providing technical assistance to workforce development boards; Project Hope has accepted 50 students
- Kim has been accepted to graduate school in the UW MPH and MHA programs
- Christine - UW School of Public Health programs staying about the same size, are under pressure to cap enrollments. There's great diversity in the students accepted for the fall.
- Doug - UW School of Dentistry has a RWJ Foundation grant to recruit and retain students of color, part of their initiative to increase diversity at the school.
- Steve - EWA AHEC has applied for an HCOP grant - if they get it the state will be covered. AHECs in the WWAMI states received a grant to train medical students, who in turn train high school students.
- Jack has been working on emergency preparedness activities
- Maddy has been tracking workforce development legislation (update attached), following up on the Health Care Personnel Shortage Task Force work.

II. Workgroup updates:

A. Health Careers Pathway Survey - Christine Edgar

Reviewed cover letter and survey:

- Cover letter/survey intro is on survey web page, which is on UW SPH web page
- Christine will add box required that respondents check before they do survey, indicating they understand that information will be public
- Survey link will be broadcasted widely through HWDN contacts
- Contact list is not comprehensive -- please send survey link to additional interested people and organizations you know!
- It's best to over sample
- Survey completion deadline changed to June 1 to allow more time for respondents and for people sent survey link to also to forward it to their contacts –
- Christine will add "If you know of others who should fill out this survey, please forward it to them" to cover letter/survey intro
- Also add that the survey takes about 30 minutes
- Teresa will send a "heads up" email that the survey is coming, reminding teachers that it was mentioned at a previous meeting

- Maddy recommended following the Dillman method of surveying, which includes pre-notification, follow up a week and two weeks after sending survey. From Maddy: A book by Don A. Dillman, who is known across the US for his survey design methodology: <http://survey.sesrc.wsu.edu/dillman/tailored%20design.htm>
- Catalyst survey software sends reminders automatically
- Be sure to "cc" Christine when you send survey to your contacts so she can keep track of who the survey is sent to!
- Suggestion to stratify contacts by group type and what level of responder they are, to see "how broad the net has been cast."
- Christine has tentative RA funding for data analysis
- Discussion of survey being online a barrier - most thought not, that people have access to Internet. It might be a barrier for some tribes - Becky offered to print out survey and help get it to tribes.
- Preliminary data should be available by December, when the HWDN reports to SBOH.
- Suggestion was made to shorten survey, if all data wasn't going to be used right away, but pathway workgroup had spent many hours developing survey questions, and did want to collect and use all the data. The survey's 30 minute duration was not considered burdensome for most people.
- Some sections are not applicable to all respondents - it was suggested to add this to the cover letter.
- Group thanked Christine and Rhonda, and rest of pathway workgroup for their work on the survey!
- Marianne will email HWDN survey link and ask for contact lists

B. Enumeration workgroup - Jack Thompson

- Jack described public health workforce enumeration efforts, the need to understand health workforce, the lack of consistency across the state in Human Resources data.
- An initial effort was hoped for using HRSA funding, but then money didn't come through.
- A public health workforce needs assessment survey has been developed, but smallpox activities have taken priority. HWDN members will be asked for input in the next 6 months or so, when focus returns to the needs survey. WA is behind other states in public health workforce assessments.
- Maddy mentioned WTECB and DOH health workforce data needs assessment project to identify what data exists, what data is needed. She suggested coordination of UW SPH, DOH & WTECB efforts, and that Sue Skillman might be a good contact person. Jack offered to contact Sue re coordinating public health and DOH-WTECB needs assessments.
- DOH project to enumerate rural health care providers has been terminated - it's 2/3 complete, but there are software glitches. Marianne will check with Vince Schueler for more information.
- Lack of data is an ongoing concern:
 - key data elements need to be identified
 - data collection needs to be coordinated
 - data needs to be accessible, aggregated
 - thought needs to be given to how to work with partners, what type of data system we are trying to create.
- Other states have been collecting data – we need to look at their systems (examples: No. Carolina, Minnesota). Consistency across states would allow comparisons.

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- One method of data collection system has been through certification
- Who should pay for data collection?

C. "Show me the money" workgroup

- Sarena is no longer able to lead the workgroup, so the group is looking for another leader.
- Funding is needed to create a clearinghouse for health workforce diversity efforts.
- Steve asked if WTECB was a logical place for this clearinghouse - did it fit with their mission and purpose? WTECB has been working on health workforce shortage issues. Maddy wasn't sure.... The clearinghouse could be located in a government agency or another organization where it fits with the organization's mission.

III. Updates

1. Higher Education Coordinating Board (HECB) plan to follow up on "Postsecondary Opportunity and Achievement in Washington" report - Nina Oman and other HECB staff will be updating the report over the next few months, and will let the HWDN know their progress.

A copy of the HECB report is available at <http://www.hecb.wa.gov/Docs/reports/Opportunity5-2001.pdf>

2. Follow up on the Health Care Personnel Shortage Task Force: 2003 proposed legislation that address health workforce development - Madeleine Thompson

A copy of Maddy's handout is attached to email.

3. Washington Nursing Leadership Council (WNLC)
- Judy Huntington

More information and a copy of the WNLC report are available at www.wsna.org.

4. Health Occupation Students of America (HOSA) organization - would one be a good idea for Washington?
- Terry Tatko

More information on HOSA available at www.hosa.org

Information on Skills USA (another student organization) available at <http://www.waskillsusa.org>

IV. Recruiting youth into health careers discussion resulting from updates:

- Need to start earlier than high school - junior high or earlier
- Need more health professionals involved in career fairs at schools (contact Teresa Stone if you would like to get involved, or know how to get professionals involved)
- Skills USA/VICA and HOSA organizations have partnered in some states - both provide support to students going into health careers

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- UW Dental Camp: has simulation lab, uses professional school students to communicate with youth
- UW Dental School connecting with youth via MESA and GEAR-UP, Ambassadors program
- EWA AHEC connecting with youth via MESA and CityLab programs
- WSNA-Seattle Storm: will have pre-game health career nights, trying to get families and youth involved
- Career Communications Inc. website mentioned as useful career planning tool

NEXT MEETING: JULY 1, noon - 3pm

Agenda topics suggested:

- Improving industry support of health career ladder programs
- Creating a health workforce diversity clearinghouse
- Workgroup updates
- Presentations on health career recruitment & retention “best practices”
- Presentation on Skills USA – Moe Broom

Please contact Marianne if you have agenda suggestions.